INTERNET FORM NLRB-501 (2-08)

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
Case	Date Filed		
02-CA-281261	08/12/2021		

#### INSTRUCTIONS:

file an original with NLRB Regional Director for the region in which the	alleged-unfair-labor-practice eccurred en is-occurrin	a.
a. Name of Employer	GAINST WHOM CHARGETS BROUGHT	b. Tel. No. 914-681-2025
White Plains Hospital		914-061-2025
		c. Cell No.
		f. Fax No. 914-681-2095
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	
41 E. Post Road White Plains, NY 10601	Diane M. Woolley, SVP, CHR	g. e-Mail
Willie Fiding, IVI 10001		dwoolley@wphospital.org
		h. Number of workers employed 400
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare	
k. The above-named employer has engaged in and is engaging		ion 8(a), subsections (1) and (list
subsections) and (5)		or Relations Act, and these unfair labor
practices are practices affecting commerce within the meaning		•
within the meaning of the Act and the Postal Reorganization A	Act.	
2. Basis of the Charge (set forth a clear and concise statement of	of the facts constituting the alleged unfair labor pra	actices)
See attached		
See allached		
3. Full name of party filing charge (if labor organization, give full	name, including local name and number)	
1199SEIU United Healthcare Workers East		
4a. Address (Street and number, city, state, and ZIP code)		
1199SEIU		<sup>4b. Tel. No.</sup> 212-627-8100
498 7th Avenue		4b. Tel. No. 212-627-8100 4c. Cell No.
New York, NY 10081		4c. Cell No.
		4c. Cell No.
		4c. Cell No. 4d. Fax No.
Full name of national or international labor organization of whomanization		4c. Cell No. 4d. Fax No. 4e. e-Mail
Full name of national or international labor organization of whorganization)		4c. Cell No. 4d. Fax No. 4e. e-Mail
organization) 6. DECLARATION	ich it is an affiliate or constituent unit <i>(to be filled i</i>	4c. Cell No.  4d. Fax No.  4e. e-Mail  n when charge is filed by a labor  Tel. No.
organization)	ich it is an affiliate or constituent unit <i>(to be filled i</i>	4c. Cell No.  4d. Fax No.  4e. e-Mail  n when charge is filed by a labor
6. DECLARATION I declare that I have read the above charge and that the statements	are true to the best of my knowledge and belief.	4c. Cell No.  4d. Fax No.  4e. e-Mail  n when charge is filed by a labor  Tel. No.
I declare that I have read the above charge and that the statements  Mica	are true to the best of my knowledge and belief.  h Wissinger	4c. Cell No.  4d. Fax No.  4e. e-Mail  n when charge is filed by a labor  Tel. No.  212-627-8100  Office, if any, Cell No.
I declare that I have read the above charge and that the statements  Mica	are true to the best of my knowledge and belief.  h Wissinger  Print/type name and title or office, if any)	4c. Cell No.  4d. Fax No.  4e. e-Mail  n when charge is filed by a labor  Tel. No.  212-627-8100  Office, if any, Cell No.  Fax No. 212-627-8181
I declare that I have read the above charge and that the statements  Mica	are true to the best of my knowledge and belief.  h Wissinger  Print/type name and title or office, if any)	4c. Cell No.  4d. Fax No.  4e. e-Mail  n when charge is filed by a labor  Tel. No.  212-627-8100  Office, if any, Cell No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

### Attachment to Charge Filed by 1199 on 8/12/21

### 2. Basis of the Charge

Since a date within the last six (6) months, the above-named Employer has promulgated and maintained a no-solicitation policy (with a reviewed date of 09/19/19) that contains overly broad restrictions on protected concerted activity, in violation of Section 8(a)(1).

Since a date within the last six (6) months, the above-named Employer disciplined and discharged for violating an overly broad no-solicitation policy (with a reviewed date of to discourage employees from engaging in protected concerted and/or union activities, in violation of Sections 8(a)(3) and (1).

Since a date within the last six (6) months, the above-named Employer unilaterally implemented a new no-solicitation policy (with a reviewed date of 05/21/21) without notice to, or bargaining with, the Union, in violation of Section 8(a)(5).

Since a date within the last six (6) months, the above-named Employer has promulgated and maintained a no-solicitation policy (with a reviewed date of 05/21/21) that contains overly broad restrictions on protected concerted activity, in violation of Section 8(a)(1).

INTERNET FORM NLRB-501

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

## AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
02-CA-281261	10-20-21	

### INSTRUCTIONS:

INSTRUCTIONS:	a alleged untain labor practice occurred on is occur	ring
File an original with NLRB Regional Director for the Egilon in Which the alleged untain about the Egilon in Sequential as Name of Employer		b. Tel. No. 914-681-2025
White Plains Hospital		914-061-2025
,		c. Cell No.
d. Address (Ctreet situates and 710 ands)	e. Employer Representative	f. Fax No. 914-681-2095
d. Address (Street, city, state, and ZIP code) 41 E. Post Road	Diane M. Woolley, SVP, CHR	g. e-Mail
White Plains, NY 10601	85.2	dwoolley@wphospital.org
		h. Number of workers employed 400
Type of Establishment (factory, mine, wholesaler, etc.)     Hospital	j. Identify principal product or service Healthcare	
k. The above-named employer has engaged in and is engaging	in unfair labor practices within the meaning of se	ection 8(a), subsections (1) and (list
subsections) (3) and (5)	of the National La	bor Relations Act, and these unfair labor
practices are practices affecting commerce within the meanin within the meaning of the Act and the Postal Reorganization	(프라스트 120mm) 이렇게 하시겠는데 아니는 경에 가면하는데 하시면 경기에서 기계되었다고 있다. 기계를 되었다고 있다는데, 다른데 나를 하시다.	unfair practices affecting commerce
Basis of the Charge (set forth a clear and concise statement)		practices)
3 1		
See attached		
Full name of party filing charge (if labor organization, give full	I name, including local name and number)	
1199SEIU United Healthcare Workers East		-
4a. Address (Street and number, city, state, and ZIP code)		<sup>4b. Tel. No.</sup> 212-627-8100
1199SEIU		4c. Cell No.
498 7th Avenue		Ad FowNo
New York, NY 10081		4d. Fax No.
		4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
DECLARATION     I declare that I have read the above charge and that the statements		Tel. No. 212-627-8100
		Office, if any, Cell No.
	h Wissinger	40 1554.2
(signature of representative or person making charge)	(Print∕type name and title or office, if any)	Fax No. 212-627-8181
Levy Ratner, P.C. 80 8th Ave, 8th Floor, NY, NY 10011 (date)		e-Mail mwissinger@levyratner.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Attachment to Amended Charge Filed by 1199 on 10/20/21

### 2. Basis of the Charge

Since a date within the last six (6) months, the above-named Employer has promulgated and maintained a no-solicitation policy (with a reviewed date of 09/19/19) that contains overly broad restrictions on protected concerted activity, in violation of Section 8(a)(1).

Since a date within the last six (6) months, the above-named Employer disciplined and discharged for violating an overly broad no-solicitation policy (with a reviewed date of to discourage employees from engaging in protected concerted and/or union activities, in violation of Sections 8(a)(3) and (1).

Since a date within the last six (6) months, the above-named Employer unilaterally implemented a new no-solicitation policy (with a reviewed date of 05/21/21) without notice to, or bargaining with, the Union, in violation of Section 8(a)(5).

Since a date within the last six (6) months, the above-named Employer has promulgated and maintained a no-solicitation policy (with a reviewed date of 05/21/21) that contains overly broad restrictions on protected concerted activity, in violation of Section 8(a)(1).

Since a date within the last six (6) months, the above-named Employer has interfered with, restrained and coerced employees in the exercise of the rights guaranteed in Section 7 by discriminatorily enforcing its non-solicitation policy.